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Industry Wage Survey
Temporary Help Supply
New York, NY
September 1987

U.S. Department of Labor
Bureau of Labor Statistics
Summary
May 1988

Temporary help in the New York area averaged $7.95 per hour in September 1987, according to a survey conducted by the Bureau of Labor Statistics. Pay levels varied widely, however, depending upon the worker's specialty and qualifications. For example, professionals averaged $17.70; administrative support, $8.17; service workers, $5.04; and operators, fabricators, and laborers, $4.99 (table 2). Commonly called temporary workers, these employees are supplied to clients of temporary help organizations. The workers supplied are under the direct or general supervision of the client but are on the payroll of the temporary help organization.

Permanent full-time staff of temporary establishments typically made up less than 5 percent of all workers in the industry. Overall, they averaged $13.02 an hour (table 1). For the few jobs studied separately, including office managers, service coordinators, sales representatives, and clerical support, hourly averages ranged from $9.51 to $20.44.

These findings are from a first-time survey of occupational wages and the incidence of employee benefits in the temporary help supply industry. Table 3 presents data on selected benefits for the permanent staff.

The survey covered establishments with 50 workers or more and primarily engaged in supplying temporary help, except agricultural, on a contract basis to other businesses (industry 7362 as defined in the 1972 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget). Excluded were separate auxiliary units of temporary help establishments such as central offices, and establishments engaged in providing allied services, such as employment agencies, and establishments primarily providing one specialized service, for example, janitorial service or guard service.

The New York metropolitan area consists of New York City (Bronx, Kings, New York, Queens, and Richmond Counties) and Putnam, Rockland, and Westchester Counties, NY.

Data were obtained by visits of Bureau representatives to 35 of the 130 establishments in the area. These establishments, employing 13,666 workers, were selected and appropriately weighted to represent approximately 34,500 workers.

Fieldwork for the survey was directed by Robert Findlay, Assistant Regional Commissioner for Operations of the Bureau's regional office in New York.

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Table 1. Occupational earnings: Temporary help supply, permanent employees, New York, NY, September 1987

Occupation	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings (in dollars) of —																							
			5.00 and under 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 – 19.00	19.00 – 20.00	20.00 – 21.00	21.00 – 22.00	22.00 – 23.00	23.00 – 24.00	24.00 and over
All permanent workers	1,245	13.02	2	1	13	21	19	42	83	44	81	171	166	71	145	31	53	17	21	22	38	93	12	26	–	9	64
Time	1,080	12.61	2	1	13	21	19	42	70	41	81	169	146	69	126	22	34	17	16	3	22	90	3	16	–	–	57
Incentive	165	15.70	–	–	–	–	–	–	13	3	–	2	20	2	19	9	19	–	5	19	16	3	9	10	–	9	7
Office managers	111	20.44	–	–	–	–	–	–	–	–	–	3	–	1	4	–	4	–	–	–	9	58	12	–	–	–	[2]20
Time	102	20.43	–	–	–	–	–	–	–	–	–	3	–	1	4	–	4	–	–	–	9	58	3	–	–	–	20
Coordinators and sales representatives	544	12.26	–	–	4	1	1	7	36	24	52	87	58	36	86	17	32	12	6	20	20	17	–	12	–	9	5
Time	393	11.07	–	–	4	1	1	7	25	21	52	85	39	34	67	8	13	12	3	1	4	14	–	2	–	–	–
Incentive	151	15.35	–	–	–	–	–	–	11	3	–	2	19	2	19	9	19	–	5	19	16	3	–	10	–	9	5
Service coordinators	380	11.20	–	–	4	1	1	5	23	15	46	85	40	30	62	13	21	8	–	9	3	14	–	–	–	–	–
Time	347	10.94	–	–	4	1	1	5	23	14	46	83	37	30	62	4	12	8	–	–	3	14	–	–	–	–	–
Business services sales representatives	102	15.86	–	–	–	–	–	2	11	–	–	–	12	4	7	4	11	4	6	10	1	2	–	12	–	9	5
Time	25	14.39	–	–	–	–	–	2	–	–	–	–	–	2	5	4	1	4	3	1	1	–	–	2	–	–	–
Incentive	77	16.34	–	–	–	–	–	–	11	–	–	–	12	2	2	–	10	–	5	9	–	2	–	10	–	9	5
Coordinators-sales representatives	62	12.81	–	–	–	–	–	–	2	9	6	2	6	2	17	–	–	–	–	1	16	1	–	–	–	–	–
Accounting clerks [3]	102	10.57	–	–	–	–	*	1	4	5	11	16	45	3	6	9	–	–	–	–	–	–	–	–	–	–	–
Accounting clerks-Level II	85	10.56	–	–	–	–	1	1	4	2	8	16	43	1	–	9	–	–	–	–	–	–	–	–	–	–	–
Accounting clerks-Level III	9	11.31	–	–	–	–	–	–	–	–	–	–	3	2	4	–	–	–	–	–	–	–	–	–	–	–	–
Receptionists [3]	70	9.51	–	–	2	2	1	7	14	2	3	23	–	6	10	–	–	–	–	–	–	–	–	–	–	–	–
Secretaries [3]	7	10.59	–	–	–	–	–	–	1	1	–	–	2	–	3	–	–	–	–	–	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Workers were distributed as follows: 3 at $25.00 to $26.00; 3 at $27.00 to $28.00; 3 at $28.00 to $29.00; 9 at $30.00 to $31.00; and 2 at $38.00 to $39.00.

[3] Virtually all time workers.

NOTE: Occupations may include data for subclassifications not shown separately.

Table 2. Occupational earnings: Temporary help supply, temporary employees, New York, NY, September 1987

Occupation	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings (in dollars) of —																					
			3.35 and under 4.00	4.00 – 5.00	5.00 – 6.00	6.00 – 7.00	7.00 – 8.00	8.00 – 9.00	9.00 – 10.00	10.00 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 – 19.00	19.00 – 20.00	20.00 – 21.00	21.00 – 22.00	22.00 – 23.00	23.00 – 24.00	24.00 – 25.00	25.00 – 26.00
All temporary workers	32,856	7.95	2287	5155	4088	4661	3995	2643	1354	1586	435	896	1683	1343	1296	546	274	145	98	168	126	32	30	–	15
Professional specialty occupations	254	17.70	–	–	–	–	–	18	–	–	–	8	4	20	6	20	20	42	42	8	49	2	–	–	15
Administrative support occupations including clerical	27,606	8.17	1823	2726	3575	4545	3873	2458	1144	1376	313	517	1546	1255	1256	510	254	89	56	153	77	30	30	–	–
Computer equipment operators	841	8.96	–	–	9	68	155	257	79	185	25	3	16	1	40	–	–	3	–	–	–	–	–	–	–
Secretaries	2,565	9.61	–	104	45	5	191	478	594	565	166	207	79	42	9	–	80	–	–	–	–	–	–	–	–
Executive	654	10.85	–	–	–	–	20	121	78	150	105	90	19	2	9	–	60	–	–	–	–	–	–	–	–
Typists	8,391	12.06	34	20	100	614	902	869	141	478	71	247	1426	1201	1184	500	172	86	56	153	77	30	30	–	–
Word processors	5,881	14.11	2	–	–	4	54	140	24	424	71	247	1426	1201	1184	500	172	86	56	153	77	30	30	–	–
Typists	1,564	7.45	–	20	80	202	588	534	108	32	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Receptionists	1,364	6.55	–	20	138	742	372	80	4	–	–	8	–	–	–	–	–	–	–	–	–	–	–	–	–
Nontyping	877	6.54	–	20	60	514	239	44	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Typing	487	6.58	–	–	78	228	133	36	4	–	–	8	–	–	–	–	–	–	–	–	–	–	–	–	–
Bookkeepers, accounting and auditing clerks	986	7.20	–	36	162	84	375	212	77	31	1	–	4	4	–	–	–	–	–	–	–	–	–	–	–
Stock and inventory clerks (no heavy lifting required)	273	4.85	103	45	67	25	27	–	–	–	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–
General office clerks	6,789	5.42	181	1939	2247	1505	797	69	38	13	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Data entry keyers	1,482	7.14	–	–	24	596	575	226	30	11	20	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Service occupations	1,458	5.04	140	731	346	70	–	135	36	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Operators, fabricators, and laborers	265	4.99	–	118	98	29	20	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Handlers, equipment cleaners, helpers, and laborers	265	4.99	–	118	98	29	20	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Laborers, except construction	95	5.07	–	50	16	19	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

NOTE: Occupations may include data for subclassifications not shown separately.

Table 3. Establishment practices and employee benefits: Temporary help supply, permanent employees, New York, NY, September 1987

Item	Percent of total office employment	
	Second shift	Third shift
Shift differentials		
Data not available		

Item	Percent of —	
	Office workers	All other workers[1]
Scheduled weekly hours		
All workers	100	
35 hours	50	
37 hours	1	
37.5 hours	18	
40 hours	31	
Paid holidays		
All workers	100	
Receiving paid holidays	100	
6 holidays	21	
7 holidays	10	
8 holidays	13	
Plus 2 half days	5	
9 holidays	18	
Plus 2 half days	1	
10 holidays	32	
Receiving no paid holidays	–	

Item	Percent of —	
	Office workers	All other workers[1]
Paid vacations		
All workers	100	
In establishments not providing paid vacations	–	
In establishments providing paid vacations	100	
Length-of-time payment	100	
By vacation pay provisions for:		
6 months of service:		
Under 1 week	2	
1 week	69	
Over 1 and under 2 weeks	1	
2 weeks	4	
1 year of service:		
1 week	2	
2 weeks	97	
Over 3 and under 4 weeks	1	
2 years of service:		
1 week	1	
2 weeks	96	
Over 2 and under 3 weeks	1	
4 weeks	1	
3 years of service:		
1 week	1	
2 weeks	86	
Over 2 and under 3 weeks	8	
3 weeks	4	
4 weeks	1	
4 years of service:		
1 week	1	
2 weeks	84	
Over 2 and under 3 weeks	8	
3 weeks	7	
4 weeks	1	
5 years of service:		
1 week	1	
2 weeks	10	
Over 2 and under 3 weeks	8	
3 weeks	77	
4 weeks	5	
10 years of service:		
1 week	1	
2 weeks	8	
3 weeks	63	
Over 3 and under 4 weeks	1	
4 weeks	26	

Item	Percent of —	
	Office workers	All other workers[1]
By vacation pay provisions for: – Continued		
12 years of service:		
1 week	1	
2 weeks	8	
3 weeks	63	
4 weeks	26	
Over 4 and under 5 weeks	1	
15 years of service:		
1 week	1	
2 weeks	8	
3 weeks	59	
4 weeks	30	
Over 4 and under 5 weeks	1	
20 years of service or more:		
1 week	1	
2 weeks	8	
3 weeks	59	
4 weeks	30	
5 weeks	1	
Insurance, health, and retirement plans		
In establishments offering at least one of the benefits shown below	100	
Life insurance	84	
Accidental death and dismemberment insurance	74	
Sickness and accident insurance or sick leave or both	79	
Sickness and accident insurance	31	
Sick leave (full pay and no waiting period)	77	
Sick leave (partial pay or waiting period)	1	
Long-term disability insurance	38	
Hospitalization insurance	100	
Surgical insurance	100	
Medical insurance	100	
Major medical insurance	100	
Dental insurance	89	
Health maintenance organization	–	
Retirement plans	20	
Pension	17	
Lump sum	3	

[1] Data not collected.

Scope and Method of Industry Wage Surveys

Occupations selected for study. Occupational classification is based on a uniform set of job descriptions designed to take into account interestablishment and interarea variations in duties within the same job. The occupations are chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. These descriptions, available on request, are included in the final bulletin on each survey.

Wage data. Unless designated otherwise, information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses) were included as part of the workers' regular pay. Excluded were performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, Christmas, or yearend bonuses, and other nonproduction bonuses. Also excluded were tips and allowances for meals, lodging, or other payments in kind. The wages of learners, apprentices, and handicapped workers are excluded from data for selected occupations but are included in the total when data are presented for all nonsupervisory workers, all production workers, or all service workers.

Separate data are presented, where feasible, by sex and/or method of wage payment. However, the number of men, women, time, or incentive workers may not appear under every job because of publication criteria. Also, the total employment in an occupation may exceed the number of men and women combined because some establishments may not report data by sex.

Employment. Estimates relate to all establishments in the industry and locality as defined for the survey, and are intended as a general guide to the size and composition of the labor force rather than as precise measures of employment. Generally, a greater proportion of large than of small establishments is studied. Each group of establishments of a certain size, however, is given its proper weight in the combination of data.

Shift provisions and practices. Shift provisions relate to the policies of establishments either currently operating late shifts or having formal provisions covering late-shift work. Practices relate to workers employed on late shifts at the time of the survey.

Scheduled weekly hours. Data on weekly hours refer to the predominant work schedule for full-time workers employed on the day shift.

Employee benefit provisions. Employee benefits are included if formal provisions are applicable to half or more of the group studied in an establishment. Similarly, if fewer than half of the workers are covered, the benefits are considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Information on benefit practices is presented in terms of the proportion (percent distribution) of workers provided the specific benefit itemized. Because of rounding, sums of individual items may not equal totals.

The tabulation of paid holidays provided annually presents data separately for full days and half days.

In the tabulation of vacation policies by years of service, payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings is considered the equivalent of 1 week's pay.

Data for health, insurance, and retirement plans are confined to those for which at least a part of the cost is borne by the employer. Legally required plans, such as workers' disability compensation and social security, are excluded.

NOTE: Scope and method may be modified somewhat to accommodate specific survey requirements.

Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Bulletins still in print are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Ill. 60690. Order by title and GPO Stock Number. Bulletins marked with an asterisk (*) are available only from the Chicago address. Bulletins that are out of print are available for reference at leading public, college, or university libraries or at the Bureau's Washington or regional offices.

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Basic Iron and Steel, 1983. BLS Bulletin 2221. $2.25*
Cigarette Manufacturing, 1986. BLS Bulletin 2276. $1.25
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Employee Benefits in Medium and Large Firms, 1986

U.S. Department of Labor
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Bulletin 2281

The Bureau of Labor Statistics issues its 1986 bulletin on employee benefits in medium and large firms. This survey is the eighth in the series.

Data available

- Incidence and detailed characteristics of 14 private sector employee benefits paid for at least in part by the employer: Lunch and rest periods; holidays, vacations, and personal, funeral, jury-duty, military, and sick leave; sickness and accident, long-term disability, health, and life insurance; and private retirement/capital accumulation plans. The retirement data include defined benefit plans, such as benefit formulas and pension replacement rates, and defined contribution plans, such as salary reduction or 401 (k) plans.
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